# CONSIDERATION OF OTHERS

Implementation Strategies

**CW2 Joe Seiling**
**Equal Opportunity Trainer**
**Missouri National Guard**
**800-526-5692**
**573-638-9788**

**“Consideration of Others is those actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact on one’s own behavior on them…”**

# PERFOMANCE OBJECTIVE

**Through small group discussion, you will be able to list three or more actions that will allow CO2 to be implemented in your organization.**

# WHO ARE THE PLAYERS?

- **The Commander**
- **The Adjutant General**
- **Equal Opportunity Advisor and Representative**
- **First Sergeant**
- **Facilitator**
- **Unit Members**

# GROUP DEVELOPMENT

## OVERVIEW

- FORMATION OF GROUPS
- STAGES OF DEVELOPMENT
- TASK AND MAINT FUNCTIONS
- SELF CENTERED ROLES

# STAGES OF GROUP DEVELOPMENT

- FORMING
- STORMING
- NORMING
- PERFORMING
- ADJOURNING

# SMALL GROUP DYNAMICS

- WHAT ARE SMALL GROUPS
- FACILITATOR CHARACTERISTICS
- WATCH THESE FIVE RED FLAGS

SMALL GROUPS

# FACILITATOR CHARACTERISTICS

- Confidence
- Empathic listening skills
- Process expertise
- Flexibility
- Enthusiasm

# WATCH THESE FIVE RED FLAGS

- The Subject Matter Expert
- The “old timer”
- The “talker”
- The “distracter”
- Issues of rank, leadership position

**“Personally Lewis, I like it better when we co-facilitate.”**

**Capt William Clark**